

ARMATEC AS SUPPLIER CODE OF CONDUCT

Business ethics are the basis for our values and how we conduct our operations. Armatec conducts its business in accordance to internationally recognized guidelines & local regulations and is committed to the highest standards of ethics and business conduct.

Our employees comply with our business ethics principles and as stated in our own Code of Conduct, we expect our employees to act fairly, ethically and within the laws and regulations. All Armatec leaders shall ensure that this code is implemented and well communicated throughout the organization.

Our suppliers are critical to our success and in order to provide excellent products and services to our customers we require that you meet our expectations for ethics & compliance. We expect our suppliers to respect internationally recognized human rights in their own business and in their supply chain. The supplier is obliged to ensure that ILO core conventions are complied with in their own business and are actively working to ensure that they are also complied with by the subcontractors involved in the production of goods for Armatec. Armatec expects that our suppliers have their own internal codes of ethics and conduct that they always abide.

You are responsible for ensuring that your directors, officers, employees, representatives and business partners understand and comply with the expectations set forth in this Supplier Code of Conduct. By signing this document or otherwise providing written confirmation, you acknowledge and agree that you as our supplier comply with these requirements.

Laws & Regulations

You must comply with laws and regulations in the countries you have activities in and shall fulfill their obligations in a credible manner. All suppliers must follow trade regulations and export control regulations that are valid for the country they conduct their business and activities in. Employees must be honest and correct in all aspects of their business and expect the same from your business partners and subcontractors.

Product safety

All products and services provided by you should be safe. We expect that complete information regarding safety risks and how the product is used safely are provided. All required inspection and testing must be completed properly by appropriate authorized & qualified individuals. We require that certifications are completed accurately.

Sustainability

You must comply with environmental international conventions and local laws in the countries where you operate. Furthermore, Armatec wants you to limit your negative environmental impact, both direct and indirect, with realistic actions that ensure continuous improvement and visible reduction of your carbon footprint. You shall also comply with any specific requirements, such as banned or restricted substances that have been communicated as part of contracts/agreement.

Non-Discrimination

You shall treat your employees with respect. There shall not be any discrimination in any practice of your operations. Hiring personnel will be merit based and not restricted to gender, sexual orientation, ethnicity, marital or parental status, pregnancy, disability, religion, national or social origin.

Anti-corruption

- You shall comply with international anti-corruption conventions. You may not receive or offer compensation that can be interpreted as bribery or facility payments.
- You must not engage in any anti-competitive conduct for any reason whatsoever be it on Armatec's behalf, its own behalf or on behalf of others.
- It is unacceptable that You are involved in rigging bids, fixing prices or exchanging sensitive information about Armatec to Armatec's competitors or your own competitors. Business secrets and other confidential information about Armatec's business activities, other intangible assets, financial situation must be treated confidentially. This also applies to information about the company's customers, partners, price, cost output etc.
- We expect you not to use your position in the market for your own benefit or for benefit of others. We condemn all abusive tactics for private gain.

HSE

- You shall comply to all work regulations and take full charge for Health & Safety of your employees, temporary staff and consultants. Providing a safe, healthy and hygienic workplace is obligatory for the supplier. All employees shall be trained in HSE related issues. All new employees shall go through a mandatory HSE training program when on-boarding.
- Local wage regulations and or /collective agreements shall always be followed. In case such regulations do not exist, employee shall be compensated at least the minimum wage so that basic needs can be met.
- You shall ensure that working hours, including overtime, do not exceed applicable legal requirements.

Human Trafficking, forced labor & child labor

- You shall comply with all laws and regulations prohibiting human trafficking. You shall not use any form of forced labor, such as involuntary work or illegal employees.
- You shall not financially punish your employees, such as payment reductions or withhold payments. All employees must have a choice to leave their job on their own volition.
- You cannot employ children and local minimum age requirement shall always be followed. You shall also ensure that all new employees have finished compulsory schooling requirements.

Conflict minerals & Reach

Armatec’s suppliers shall comply with the federal laws and regulations requiring disclosure of the use of conflict minerals. Here we refer to:

- Tin (cassiterite)
- Tungsten (wolframite)
- Tantalum (colton)
- Gold
- Other derivative metals from these minerals.

We expect our suppliers to have in place policies based on the OECD guidelines enabling Armatec to make sure that these components and products delivered from the supplier are conflict-free. The supplier shall comply with the REACH Directive (EC) 1907/2006. The chemical substances within the REACH shall not be used in any products (or in the production process of such products). The Supplier is always responsible to be updated of the REACH list and show evidence of full compliance.

Compliance to this code

We expect you as our supplier to be complaint if there is an on-site audit where relevant documentation and records will be reviewed to confirm compliance. If non-conformances are identified under such visit, the supplier must rectify these. Suppliers must also provide Armatec additional information and certifications upon request.

Violation of the above requirements and guidelines of manufacturers / subcontractors will be considered a breach of contract and may result in termination of the contract with immediate effect.

DISCLAIMER:

The expectations set forth in this Code are not intended to conflict with or modify the terms & conditions of your contract with ARMATEC. If a contract requirement is more restrictive than this Code, the contractual terms have precedence.

DATE	
SUPPLIER’S NAME	
NAME & POSITION	
SIGNATURE	